

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1. I feel that I am a real part of the UNT community																				
0. No Opinion	4	3.9%	4	6.6%	1	6.7%	3	3.4%	5	6.6%	0	0.0%	1	9.1%	3	3.8%	9	3.9%	30	4.4%
1. Strongly Disagree	3	2.9%	1	1.6%	1	6.7%	1	1.1%	2	2.6%	0	0.0%	0	0.0%	3	3.8%	15	6.5%	26	3.8%
2. Disagree	16	15.7%	5	8.2%	1	6.7%	17	19.5%	19	25.0%	1	4.3%	2	18.2%	5	6.3%	42	18.1%	108	15.7%
3. Agree	58	56.9%	40	65.6%	10	66.7%	49	56.3%	43	56.6%	19	82.6%	7	63.6%	54	68.4%	143	61.6%	423	61.7%
4. Strongly Agree	21	20.6%	11	18.0%	2	13.3%	17	19.5%	7	9.2%	3	13.0%	1	9.1%	14	17.7%	23	9.9%	99	14.4%
==>Total	102		61		15		87		76		23		11		79		232		686	
1-2. Strongly Disagree & Disagr	19	19.4%	6	10.5%	2	14.3%	18	21.4%	21	29.6%	1	4.3%	2	20.0%	8	10.5%	57	25.6%	134	20.4%
3-4. Agree & Strongly Agree	79	80.6%	51	89.5%	12	85.7%	66	78.6%	50	70.4%	22	95.7%	8	80.0%	68	89.5%	166	74.4%	522	79.6%
==> Total	98		57		14		84		71		23		10		76		223		656	
2. I feel that my work contributes to the overall goals of the University																				
0. No Opinion	1	1.0%	2	3.3%	0	0.0%	2	2.2%	1	1.3%	0	0.0%	0	0.0%	1	1.3%	6	2.6%	13	1.9%
1. Strongly Disagree	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.3%	4	0.6%
2. Disagree	3	3.0%	2	3.3%	0	0.0%	3	3.4%	5	6.6%	0	0.0%	1	9.1%	4	5.0%	17	7.2%	35	5.1%
3. Agree	53	52.5%	35	58.3%	9	60.0%	55	61.8%	53	69.7%	15	65.2%	8	72.7%	48	60.0%	150	63.8%	426	61.7%
4. Strongly Agree	43	42.6%	21	35.0%	6	40.0%	29	32.6%	17	22.4%	8	34.8%	2	18.2%	27	33.8%	59	25.1%	212	30.7%
==>Total	101		60		15		89		76		23		11		80		235		690	
1-2. Strongly Disagree & Disagr	4	4.0%	2	3.4%	0	0.0%	3	3.4%	5	6.7%	0	0.0%	1	9.1%	4	5.1%	20	8.7%	39	5.8%
3-4. Agree & Strongly Agree	96	96.0%	56	96.6%	15	100.0%	84	96.6%	70	93.3%	23	100.0%	10	90.9%	75	94.9%	209	91.3%	638	94.2%
==> Total	100		58		15		87		75		23		11		79		229		677	
3. I am treated with respect by my coworkers in my department/office																				
0. No Opinion	2	2.0%	1	1.7%	0	0.0%	3	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	3.1%	13	1.9%
1. Strongly Disagree	3	2.9%	1	1.7%	0	0.0%	1	1.1%	1	1.3%	1	4.5%	0	0.0%	1	1.3%	9	3.9%	17	2.5%
2. Disagree	3	2.9%	2	3.3%	1	6.3%	8	9.0%	9	11.5%	1	4.5%	0	0.0%	7	8.8%	13	5.7%	44	6.4%
3. Agree	53	52.0%	29	48.3%	13	81.3%	43	48.3%	41	52.6%	14	63.6%	8	72.7%	44	55.0%	130	57.0%	375	54.7%
4. Strongly Agree	41	40.2%	27	45.0%	2	12.5%	34	38.2%	27	34.6%	6	27.3%	3	27.3%	28	35.0%	69	30.3%	237	34.5%
==>Total	102		60		16		89		78		22		11		80		228		686	
1-2. Strongly Disagree & Disagr	6	6.0%	3	5.1%	1	6.3%	9	10.5%	10	12.8%	2	9.1%	0	0.0%	8	10.0%	22	10.0%	61	9.1%
3-4. Agree & Strongly Agree	94	94.0%	56	94.9%	15	93.8%	77	89.5%	68	87.2%	20	90.9%	11	100.0%	72	90.0%	199	90.0%	612	90.9%
==> Total	100		59		16		86		78		22		11		80		221		673	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
4. My Job title and description are consistent with what I do in job related activities																					
0. No Opinion	0	0.0%	2	3.3%	0	0.0%	2	2.3%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	5	2.1%	11	1.6%	
1. Strongly Disagree	11	10.8%	2	3.3%	0	0.0%	3	3.4%	6	7.8%	2	8.7%	1	9.1%	4	4.9%	15	6.4%	44	6.4%	
2. Disagree	13	12.7%	9	15.0%	3	20.0%	13	14.8%	14	18.2%	3	13.0%	1	9.1%	11	13.6%	40	17.2%	107	15.5%	
3. Agree	54	52.9%	28	46.7%	10	66.7%	52	59.1%	40	51.9%	13	56.5%	6	54.5%	42	51.9%	118	50.6%	363	52.6%	
4. Strongly Agree	24	23.5%	19	31.7%	2	13.3%	18	20.5%	15	19.5%	5	21.7%	3	27.3%	24	29.6%	55	23.6%	165	23.9%	
==>Total	102		60		15		88		77		23		11		81		233		690		
1-2. Strongly Disagree & Disagree	24	23.5%	11	19.0%	3	20.0%	16	18.6%	20	26.7%	5	21.7%	2	18.2%	15	18.5%	55	24.1%	151	22.2%	
3-4. Agree & Strongly Agree	78	76.5%	47	81.0%	12	80.0%	70	81.4%	55	73.3%	18	78.3%	9	81.8%	66	81.5%	173	75.9%	528	77.8%	
==> Total	102		58		15		86		75		23		11		81		228		679		
5. Adequate opportunities exist for transfer to other positions at UNT																					
0. No Opinion	12	11.8%	13	21.7%	4	25.0%	10	11.2%	18	23.4%	4	17.4%	1	9.1%	12	15.2%	35	15.2%	109	15.8%	
1. Strongly Disagree	11	10.8%	4	6.7%	4	25.0%	5	5.6%	5	6.5%	2	8.7%	3	27.3%	5	6.3%	21	9.1%	60	8.7%	
2. Disagree	22	21.6%	4	6.7%	3	18.8%	18	20.2%	14	18.2%	3	13.0%	1	9.1%	21	26.6%	51	22.1%	137	19.9%	
3. Agree	48	47.1%	36	60.0%	4	25.0%	51	57.3%	38	49.4%	14	60.9%	6	54.5%	32	40.5%	107	46.3%	336	48.8%	
4. Strongly Agree	9	8.8%	3	5.0%	1	6.3%	5	5.6%	2	2.6%	0	0.0%	0	0.0%	9	11.4%	17	7.4%	46	6.7%	
==>Total	102		60		16		89		77		23		11		79		231		688		
1-2. Strongly Disagree & Disagree	33	36.7%	8	17.0%	7	58.3%	23	29.1%	19	32.2%	5	26.3%	4	40.0%	26	38.8%	72	36.7%	197	34.0%	
3-4. Agree & Strongly Agree	57	63.3%	39	83.0%	5	41.7%	56	70.9%	40	67.8%	14	73.7%	6	60.0%	41	61.2%	124	63.3%	382	66.0%	
==> Total	90		47		12		79		59		19		10		67		196		579		
6. Adequate opportunities exist for promotion at UNT																					
0. No Opinion	7	6.9%	10	16.9%	5	31.3%	5	5.7%	13	16.9%	1	4.3%	1	9.1%	8	10.0%	28	12.2%	78	11.4%	
1. Strongly Disagree	16	15.8%	8	13.6%	3	18.8%	6	6.8%	8	10.4%	3	13.0%	1	9.1%	9	11.3%	32	13.9%	86	12.6%	
2. Disagree	30	29.7%	9	15.3%	3	18.8%	23	26.1%	33	42.9%	6	26.1%	2	18.2%	28	35.0%	70	30.4%	204	29.8%	
3. Agree	41	40.6%	31	52.5%	5	31.3%	48	54.5%	19	24.7%	13	56.5%	7	63.6%	28	35.0%	85	37.0%	277	40.4%	
4. Strongly Agree	7	6.9%	1	1.7%	0	0.0%	6	6.8%	4	5.2%	0	0.0%	0	0.0%	7	8.8%	15	6.5%	40	5.8%	
==>Total	101		59		16		88		77		23		11		80		230		685		
1-2. Strongly Disagree & Disagree	46	48.9%	17	34.7%	6	54.5%	29	34.9%	41	64.1%	9	40.9%	3	30.0%	37	51.4%	102	50.5%	290	47.8%	
3-4. Agree & Strongly Agree	48	51.1%	32	65.3%	5	45.5%	54	65.1%	23	35.9%	13	59.1%	7	70.0%	35	48.6%	100	49.5%	317	52.2%	
==> Total	94		49		11		83		64		22		10		72		202		607		

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
	7. I have adequate opportunities to gain new knowledge and learn new skills necessary for advancement at UNT																			
0. No Opinion	1	1.0%	2	3.3%	0	0.0%	4	4.5%	7	9.0%	0	0.0%	0	0.0%	2	2.5%	22	9.6%	38	5.5%
1. Strongly Disagree	2	2.0%	3	5.0%	2	12.5%	2	2.2%	2	2.6%	0	0.0%	1	9.1%	6	7.5%	16	7.0%	34	4.9%
2. Disagree	23	22.5%	12	20.0%	1	6.3%	21	23.6%	19	24.4%	3	13.0%	0	0.0%	18	22.5%	56	24.3%	153	22.2%
3. Agree	65	63.7%	31	51.7%	10	62.5%	45	50.6%	42	53.8%	17	73.9%	9	81.8%	43	53.8%	104	45.2%	366	53.1%
4. Strongly Agree	11	10.8%	12	20.0%	3	18.8%	17	19.1%	8	10.3%	3	13.0%	1	9.1%	11	13.8%	32	13.9%	98	14.2%
==>Total	102		60		16		89		78		23		11		80		230		689	
1-2. Strongly Disagree & Disagree	25	24.8%	15	25.9%	3	18.8%	23	27.1%	21	29.6%	3	13.0%	1	9.1%	24	30.8%	72	34.6%	187	28.7%
3-4. Agree & Strongly Agree	76	75.2%	43	74.1%	13	81.3%	62	72.9%	50	70.4%	20	87.0%	10	90.9%	54	69.2%	136	65.4%	464	71.3%
==> Total	101		58		16		85		71		23		11		78		208		651	
8. The staff evaluation process is used as a positive tool to help me do my job more effectively																				
0. No Opinion	9	8.8%	4	6.6%	2	12.5%	7	8.0%	7	9.1%	5	21.7%	1	9.1%	4	5.0%	19	8.2%	58	8.4%
1. Strongly Disagree	12	11.8%	7	11.5%	1	6.3%	6	6.8%	9	11.7%	1	4.3%	2	18.2%	11	13.8%	27	11.6%	76	11.0%
2. Disagree	17	16.7%	11	18.0%	4	25.0%	25	28.4%	19	24.7%	4	17.4%	3	27.3%	16	20.0%	52	22.4%	151	21.9%
3. Agree	58	56.9%	35	57.4%	7	43.8%	46	52.3%	33	42.9%	12	52.2%	4	36.4%	45	56.3%	110	47.4%	350	50.7%
4. Strongly Agree	6	5.9%	4	6.6%	2	12.5%	4	4.5%	9	11.7%	1	4.3%	1	9.1%	4	5.0%	24	10.3%	55	8.0%
==>Total	102		61		16		88		77		23		11		80		232		690	
1-2. Strongly Disagree & Disagree	29	31.2%	18	31.6%	5	35.7%	31	38.3%	28	40.0%	5	27.8%	5	50.0%	27	35.5%	79	37.1%	227	35.9%
3-4. Agree & Strongly Agree	64	68.8%	39	68.4%	9	64.3%	50	61.7%	42	60.0%	13	72.2%	5	50.0%	49	64.5%	134	62.9%	405	64.1%
==> Total	93		57		14		81		70		18		10		76		213		632	
9. The staff evaluation process helps me know how well I am meeting expectations																				
0. No Opinion	5	4.9%	2	3.3%	2	12.5%	6	6.9%	7	9.0%	4	17.4%	1	9.1%	3	3.7%	15	6.4%	45	6.5%
1. Strongly Disagree	8	7.8%	4	6.6%	1	6.3%	4	4.6%	5	6.4%	0	0.0%	1	9.1%	7	8.6%	16	6.9%	46	6.6%
2. Disagree	14	13.7%	11	18.0%	3	18.8%	15	17.2%	14	17.9%	1	4.3%	2	18.2%	17	21.0%	49	21.0%	126	18.2%
3. Agree	66	64.7%	41	67.2%	9	56.3%	56	64.4%	41	52.6%	17	73.9%	7	63.6%	51	63.0%	130	55.8%	418	60.4%
4. Strongly Agree	9	8.8%	3	4.9%	1	6.3%	6	6.9%	11	14.1%	1	4.3%	0	0.0%	3	3.7%	23	9.9%	57	8.2%
==>Total	102		61		16		87		78		23		11		81		233		692	
1-2. Strongly Disagree & Disagree	22	22.7%	15	25.4%	4	28.6%	19	23.5%	19	26.8%	1	5.3%	3	30.0%	24	30.8%	65	29.8%	172	26.6%
3-4. Agree & Strongly Agree	75	77.3%	44	74.6%	10	71.4%	62	76.5%	52	73.2%	18	94.7%	7	70.0%	54	69.2%	153	70.2%	475	73.4%
==> Total	97		59		14		81		71		19		10		78		218		647	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
10. My supervisor/department chair takes seriously the evaluation of people in my department/office																				
0. No Opinion	10	9.8%	2	3.3%	1	6.3%	8	9.0%	9	11.7%	3	13.0%	1	9.1%	5	6.3%	23	9.8%	62	8.9%
1. Strongly Disagree	6	5.9%	5	8.2%	3	18.8%	3	3.4%	6	7.8%	1	4.3%	1	9.1%	5	6.3%	20	8.5%	50	7.2%
2. Disagree	9	8.8%	9	14.8%	1	6.3%	7	7.9%	12	15.6%	3	13.0%	1	9.1%	13	16.3%	37	15.7%	92	13.3%
3. Agree	53	52.0%	31	50.8%	10	62.5%	57	64.0%	33	42.9%	15	65.2%	5	45.5%	36	45.0%	115	48.9%	355	51.2%
4. Strongly Agree	24	23.5%	14	23.0%	1	6.3%	14	15.7%	17	22.1%	1	4.3%	3	27.3%	21	26.3%	40	17.0%	135	19.5%
==>Total	102		61		16		89		77		23		11		80		235		694	
1-2. Strongly Disagree & Disagree	15	16.3%	14	23.7%	4	26.7%	10	12.3%	18	26.5%	4	20.0%	2	20.0%	18	24.0%	57	26.9%	142	22.5%
3-4. Agree & Strongly Agree	77	83.7%	45	76.3%	11	73.3%	71	87.7%	50	73.5%	16	80.0%	8	80.0%	57	76.0%	155	73.1%	490	77.5%
==> Total	92		59		15		81		68		20		10		75		212		632	
11. My supervisor allows me to participate in training programs and professional development																				
0. No Opinion	3	2.9%	2	3.3%	1	6.3%	4	4.5%	6	7.7%	2	8.7%	0	0.0%	4	5.1%	21	8.9%	43	6.2%
1. Strongly Disagree	2	2.0%	2	3.3%	1	6.3%	2	2.2%	1	1.3%	1	4.3%	1	9.1%	3	3.8%	9	3.8%	22	3.2%
2. Disagree	7	6.9%	3	5.0%	1	6.3%	10	11.2%	3	3.8%	0	0.0%	1	9.1%	8	10.1%	30	12.8%	63	9.1%
3. Agree	51	50.0%	30	50.0%	10	62.5%	48	53.9%	45	57.7%	15	65.2%	7	63.6%	27	34.2%	111	47.2%	344	49.6%
4. Strongly Agree	39	38.2%	23	38.3%	3	18.8%	25	28.1%	23	29.5%	5	21.7%	2	18.2%	37	46.8%	64	27.2%	221	31.9%
==>Total	102		60		16		89		78		23		11		79		235		693	
1-2. Strongly Disagree & Disagree	9	9.1%	5	8.6%	2	13.3%	12	14.1%	4	5.6%	1	4.8%	2	18.2%	11	14.7%	39	18.2%	85	13.1%
3-4. Agree & Strongly Agree	90	90.9%	53	91.4%	13	86.7%	73	85.9%	68	94.4%	20	95.2%	9	81.8%	64	85.3%	175	81.8%	565	86.9%
==> Total	99		58		15		85		72		21		11		75		214		650	
12. Insurance and other benefits at UNT are adequate																				
0. No Opinion	2	2.0%	3	4.9%	0	0.0%	1	1.1%	1	1.3%	0	0.0%	0	0.0%	1	1.2%	5	2.1%	13	1.9%
1. Strongly Disagree	3	2.9%	1	1.6%	1	5.3%	2	2.3%	3	3.9%	0	0.0%	0	0.0%	2	2.5%	6	2.6%	18	2.6%
2. Disagree	9	8.8%	7	11.5%	1	5.3%	11	12.5%	4	5.2%	5	21.7%	1	9.1%	10	12.3%	34	14.6%	82	11.8%
3. Agree	66	64.7%	38	62.3%	9	47.4%	56	63.6%	54	70.1%	14	60.9%	7	63.6%	45	55.6%	133	57.1%	422	60.7%
4. Strongly Agree	22	21.6%	12	19.7%	8	42.1%	18	20.5%	15	19.5%	4	17.4%	3	27.3%	23	28.4%	55	23.6%	160	23.0%
==>Total	102		61		19		88		77		23		11		81		233		695	
1-2. Strongly Disagree & Disagree	12	12.0%	8	13.8%	2	10.5%	13	14.9%	7	9.2%	5	21.7%	1	9.1%	12	15.0%	40	17.5%	100	14.7%
3-4. Agree & Strongly Agree	88	88.0%	50	86.2%	17	89.5%	74	85.1%	69	90.8%	18	78.3%	10	90.9%	68	85.0%	188	82.5%	582	85.3%
==> Total	100		58		19		87		76		23		11		80		228		682	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
13. The basis for determining salary increases at UNT is fair																				
0. No Opinion	9	8.9%	13	21.7%	4	25.0%	6	6.8%	15	22.4%	2	8.7%	0	0.0%	14	17.3%	35	15.2%	98	14.5%
1. Strongly Disagree	17	16.8%	11	18.3%	4	25.0%	15	17.0%	1	1.5%	3	13.0%	1	9.1%	9	11.1%	46	19.9%	107	15.8%
2. Disagree	34	33.7%	12	20.0%	4	25.0%	37	42.0%	35	52.2%	10	43.5%	5	45.5%	30	37.0%	83	35.9%	250	36.9%
3. Agree	38	37.6%	21	35.0%	4	25.0%	27	30.7%	14	20.9%	8	34.8%	5	45.5%	24	29.6%	62	26.8%	203	29.9%
4. Strongly Agree	3	3.0%	3	5.0%	0	0.0%	3	3.4%	2	3.0%	0	0.0%	0	0.0%	4	4.9%	5	2.2%	20	2.9%
==>Total	101		60		16		88		67		23		11		81		231		678	
1-2. Strongly Disagree & Disagree	51	55.4%	23	48.9%	8	66.7%	52	63.4%	36	69.2%	13	61.9%	6	54.5%	39	58.2%	129	65.8%	357	61.6%
3-4. Agree & Strongly Agree	41	44.6%	24	51.1%	4	33.3%	30	36.6%	16	30.8%	8	38.1%	5	45.5%	28	41.8%	67	34.2%	223	38.4%
==> Total	92		47		12		82		52		21		11		67		196		580	
14. The University is committed to making changes to improve working conditions at UNT																				
0. No Opinion	13	12.7%	15	25.0%	1	6.3%	9	10.1%	17	21.8%	5	21.7%	1	9.1%	6	7.5%	37	15.9%	104	15.1%
1. Strongly Disagree	8	7.8%	7	11.7%	2	12.5%	4	4.5%	1	1.3%	1	4.3%	1	9.1%	5	6.3%	24	10.3%	53	7.7%
2. Disagree	23	22.5%	7	11.7%	2	12.5%	22	24.7%	21	26.9%	4	17.4%	1	9.1%	18	22.5%	55	23.7%	153	22.1%
3. Agree	51	50.0%	26	43.3%	10	62.5%	50	56.2%	37	47.4%	13	56.5%	8	72.7%	42	52.5%	101	43.5%	338	48.9%
4. Strongly Agree	7	6.9%	5	8.3%	1	6.3%	4	4.5%	2	2.6%	0	0.0%	0	0.0%	9	11.3%	15	6.5%	43	6.2%
==>Total	102		60		16		89		78		23		11		80		232		691	
1-2. Strongly Disagree & Disagree	31	34.8%	14	31.1%	4	26.7%	26	32.5%	22	36.1%	5	27.8%	2	20.0%	23	31.1%	79	40.5%	206	35.1%
3-4. Agree & Strongly Agree	58	65.2%	31	68.9%	11	73.3%	54	67.5%	39	63.9%	13	72.2%	8	80.0%	51	68.9%	116	59.5%	381	64.9%
==> Total	89		45		15		80		61		18		10		74		195		587	
15. My department places a high priority on students																				
0. No Opinion	5	5.0%	9	15.0%	2	12.5%	10	11.1%	0	0.0%	1	4.3%	2	18.2%	0	0.0%	24	10.3%	53	7.7%
1. Strongly Disagree	2	2.0%	0	0.0%	2	12.5%	2	2.2%	2	2.6%	0	0.0%	0	0.0%	2	2.5%	4	1.7%	14	2.0%
2. Disagree	5	5.0%	4	6.7%	1	6.3%	5	5.6%	6	7.8%	1	4.3%	0	0.0%	9	11.1%	19	8.2%	50	7.2%
3. Agree	45	44.6%	32	53.3%	9	56.3%	41	45.6%	48	62.3%	14	60.9%	7	63.6%	23	28.4%	118	50.9%	337	48.8%
4. Strongly Agree	44	43.6%	15	25.0%	2	12.5%	32	35.6%	21	27.3%	7	30.4%	2	18.2%	47	58.0%	67	28.9%	237	34.3%
==>Total	101		60		16		90		77		23		11		81		232		691	
1-2. Strongly Disagree & Disagree	7	7.3%	4	7.8%	3	21.4%	7	8.8%	8	10.4%	1	4.5%	0	0.0%	11	13.6%	23	11.1%	64	10.0%
3-4. Agree & Strongly Agree	89	92.7%	47	92.2%	11	78.6%	73	91.3%	69	89.6%	21	95.5%	9	100.0%	70	86.4%	185	88.9%	574	90.0%
==> Total	96		51		14		80		77		22		9		81		208		638	

	Academic		Administrative		Development		Business		Academic		University		Provost		Student		Other		Total	
	Affairs		Affairs				Affairs		Department		Relation				Development					
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
16. My department is supportive of efforts to recruit and retain ethnic minority employees																				
0. No Opinion	16	15.7%	8	13.1%	2	12.5%	16	17.8%	19	24.4%	5	21.7%	1	9.1%	9	11.3%	40	17.2%	116	16.7%
1. Strongly Disagree	3	2.9%	0	0.0%	1	6.3%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	5	6.3%	5	2.1%	16	2.3%
2. Disagree	5	4.9%	3	4.9%	1	6.3%	9	10.0%	3	3.8%	2	8.7%	2	18.2%	5	6.3%	14	6.0%	44	6.3%
3. Agree	46	45.1%	33	54.1%	10	62.5%	46	51.1%	40	51.3%	12	52.2%	6	54.5%	27	33.8%	125	53.6%	345	49.7%
4. Strongly Agree	32	31.4%	17	27.9%	2	12.5%	19	21.1%	14	17.9%	4	17.4%	2	18.2%	34	42.5%	49	21.0%	173	24.9%
==>Total	102		61		16		90		78		23		11		80		233		694	
1-2. Strongly Disagree & Disagree	8	9.3%	3	5.7%	2	14.3%	9	12.2%	5	8.5%	2	11.1%	2	20.0%	10	14.1%	19	9.8%	60	10.4%
3-4. Agree & Strongly Agree	78	90.7%	50	94.3%	12	85.7%	65	87.8%	54	91.5%	16	88.9%	8	80.0%	61	85.9%	174	90.2%	518	89.6%
==> Total	86		53		14		74		59		18		10		71		193		578	
17. UNT has adequate procedures to address issues involving unfair treatment in the workplace																				
0. No Opinion	12	11.8%	10	16.4%	4	25.0%	9	10.0%	25	32.5%	3	13.6%	0	0.0%	15	18.8%	47	20.5%	125	18.2%
1. Strongly Disagree	7	6.9%	5	8.2%	2	12.5%	4	4.4%	5	6.5%	0	0.0%	1	9.1%	10	12.5%	17	7.4%	51	7.4%
2. Disagree	12	11.8%	10	16.4%	3	18.8%	16	17.8%	10	13.0%	2	9.1%	0	0.0%	6	7.5%	36	15.7%	95	13.8%
3. Agree	58	56.9%	25	41.0%	7	43.8%	48	53.3%	33	42.9%	17	77.3%	9	81.8%	39	48.8%	111	48.5%	347	50.4%
4. Strongly Agree	13	12.7%	11	18.0%	0	0.0%	13	14.4%	4	5.2%	0	0.0%	1	9.1%	10	12.5%	18	7.9%	70	10.2%
==>Total	102		61		16		90		77		22		11		80		229		688	
1-2. Strongly Disagree & Disagree	19	21.1%	15	29.4%	5	41.7%	20	24.7%	15	28.8%	2	10.5%	1	9.1%	16	24.6%	53	29.1%	146	25.9%
3-4. Agree & Strongly Agree	71	78.9%	36	70.6%	7	58.3%	61	75.3%	37	71.2%	17	89.5%	10	90.9%	49	75.4%	129	70.9%	417	74.1%
==> Total	90		51		12		81		52		19		11		65		182		563	
18. I consider this a safe campus																				
0. No Opinion	3	3.0%	3	4.9%	0	0.0%	4	4.5%	4	5.2%	0	0.0%	0	0.0%	1	1.3%	13	5.6%	28	4.1%
1. Strongly Disagree	1	1.0%	0	0.0%	0	0.0%	2	2.2%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	6	2.6%	10	1.4%
2. Disagree	8	7.9%	3	4.9%	1	6.3%	2	2.2%	7	9.1%	0	0.0%	0	0.0%	2	2.5%	20	8.6%	43	6.2%
3. Agree	79	78.2%	42	68.9%	13	81.3%	67	75.3%	57	74.0%	20	87.0%	9	81.8%	63	78.8%	160	69.0%	510	73.9%
4. Strongly Agree	10	9.9%	13	21.3%	2	12.5%	14	15.7%	9	11.7%	3	13.0%	2	18.2%	13	16.3%	33	14.2%	99	14.3%
==>Total	101		61		16		89		77		23		11		80		232		690	
1-2. Strongly Disagree & Disagree	9	9.2%	3	5.2%	1	6.3%	4	4.7%	7	9.6%	0	0.0%	0	0.0%	3	3.8%	26	11.9%	53	8.0%
3-4. Agree & Strongly Agree	89	90.8%	55	94.8%	15	93.8%	81	95.3%	66	90.4%	23	100.0%	11	100.0%	76	96.2%	193	88.1%	609	92.0%
==> Total	98		58		16		85		73		23		11		79		219		662	

	Academic		Administrative		Development		Business		Academic		University		Provost		Student		Other		Total		
	Affairs		Affairs		Affairs		Affairs		Department		Relation				Development						
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
19. There is adequate parking for staff																					
0. No Opinion	3	3.0%	1	1.6%	1	6.3%	1	1.1%	3	3.9%	0	0.0%	0	0.0%	1	1.2%	11	4.7%	21	3.0%	
1. Strongly Disagree	26	25.7%	16	26.2%	6	37.5%	27	30.0%	21	27.3%	6	26.1%	4	36.4%	16	19.8%	96	41.4%	218	31.5%	
2. Disagree	31	30.7%	21	34.4%	1	6.3%	30	33.3%	21	27.3%	10	43.5%	4	36.4%	28	34.6%	63	27.2%	209	30.2%	
3. Agree	37	36.6%	19	31.1%	7	43.8%	26	28.9%	30	39.0%	5	21.7%	2	18.2%	32	39.5%	56	24.1%	214	30.9%	
4. Strongly Agree	4	4.0%	4	6.6%	1	6.3%	6	6.7%	2	2.6%	2	8.7%	1	9.1%	4	4.9%	6	2.6%	30	4.3%	
==>Total	101		61		16		90		77		23		11		81		232		692		
1-2. Strongly Disagree & Disagr	57	58.2%	37	61.7%	7	46.7%	57	64.0%	42	56.8%	16	69.6%	8	72.7%	44	55.0%	159	71.9%	427	63.6%	
3-4. Agree & Strongly Agree	41	41.8%	23	38.3%	8	53.3%	32	36.0%	32	43.2%	7	30.4%	3	27.3%	36	45.0%	62	28.1%	244	36.4%	
==> Total	98		60		15		89		74		23		11		80		221		671		
20. I would prefer to maintain existing Christmas to New Years and spring break holiday schedule and not take individual holidays																					
0. No Opinion	2	2.0%	2	3.3%	1	6.3%	1	1.1%	7	9.0%	1	4.3%	0	0.0%	0	0.0%	14	6.0%	28	4.0%	
1. Strongly Disagree	0	0.0%	0	0.0%	0	0.0%	1	1.1%	1	1.3%	1	4.3%	0	0.0%	7	8.6%	6	2.6%	16	2.3%	
2. Disagree	9	8.8%	2	3.3%	1	6.3%	6	6.8%	9	11.5%	1	4.3%	1	8.3%	5	6.2%	14	6.0%	48	6.9%	
3. Agree	26	25.5%	13	21.7%	9	56.3%	20	22.7%	21	26.9%	11	47.8%	5	41.7%	22	27.2%	70	30.0%	197	28.4%	
4. Strongly Agree	65	63.7%	43	71.7%	5	31.3%	60	68.2%	40	51.3%	9	39.1%	6	50.0%	47	58.0%	129	55.4%	404	58.3%	
==>Total	102		60		16		88		78		23		12		81		233		693		
1-2. Strongly Disagree & Disagr	9	9.0%	2	3.4%	1	6.7%	7	8.0%	10	14.1%	2	9.1%	1	8.3%	12	14.8%	20	9.1%	64	9.6%	
3-4. Agree & Strongly Agree	91	91.0%	56	96.6%	14	93.3%	80	92.0%	61	85.9%	20	90.9%	11	91.7%	69	85.2%	199	90.9%	601	90.4%	
==> Total	100		58		15		87		71		22		12		81		219		665		
==> Total	191		114		29		167		132		42		23		150		418				
21a. I would prefer to maintain existing Christmas to New Years holiday and keep the university open during part of spring break so that we can have individual holidays																					
0. No Opinion	3	2.9%	2	3.3%	1	6.7%	2	2.2%	6	7.6%	2	8.7%	1	9.1%	1	1.3%	21	9.0%	39	5.6%	
1. Strongly Disagree	51	50.0%	33	55.0%	5	33.3%	45	50.6%	26	32.9%	8	34.8%	4	36.4%	45	56.3%	93	39.9%	310	44.8%	
2. Disagree	35	34.3%	19	31.7%	5	33.3%	29	32.6%	35	44.3%	4	17.4%	2	18.2%	15	18.8%	68	29.2%	212	30.6%	
3. Agree	7	6.9%	4	6.7%	3	20.0%	12	13.5%	7	8.9%	7	30.4%	3	27.3%	7	8.8%	34	14.6%	84	12.1%	
4. Strongly Agree	6	5.9%	2	3.3%	1	6.7%	1	1.1%	5	6.3%	2	8.7%	1	9.1%	12	15.0%	17	7.3%	47	6.8%	
==>Total	102		60		15		89		79		23		11		80		233		692		
1-2. Strongly Disagree & Disagr	86	86.9%	52	89.7%	10	71.4%	74	85.1%	61	83.6%	12	57.1%	6	60.0%	60	75.9%	161	75.9%	522	79.9%	
3-4. Agree & Strongly Agree	13	13.1%	6	10.3%	4	28.6%	13	14.9%	12	16.4%	9	42.9%	4	40.0%	19	24.1%	51	24.1%	131	20.1%	
==> Total	99		58		14		87		73		21		10		79		212		653		
==> Total	112		64		18		100		85		30		14		98		263				

	Academic		Administrative		Development		Business		Academic		University		Provost		Student		Other		Total	
	Affairs		Affairs		Affairs		Affairs		Department		Relation				Development					
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
21b. I would prefer to work instead of taking mandatory vacation during Christmas to New Years holiday or (ie., Labor day, Memorial day, Presidents day)																				
0. No Opinion	1	1.0%	0	0.0%	1	6.7%	4	4.5%	9	11.5%	2	8.7%	0	0.0%	2	2.5%	22	9.5%	41	5.9%
1. Strongly Disagree	53	52.0%	33	55.0%	8	53.3%	50	56.2%	25	32.1%	7	30.4%	3	27.3%	51	63.8%	116	50.0%	346	50.1%
2. Disagree	33	32.4%	22	36.7%	4	26.7%	27	30.3%	30	38.5%	11	47.8%	6	54.5%	19	23.8%	72	31.0%	224	32.5%
3. Agree	10	9.8%	5	8.3%	2	13.3%	7	7.9%	9	11.5%	2	8.7%	2	18.2%	3	3.8%	15	6.5%	55	8.0%
4. Strongly Agree	5	4.9%	0	0.0%	0	0.0%	1	1.1%	5	6.4%	1	4.3%	0	0.0%	5	6.3%	7	3.0%	24	3.5%
==>Total	102		60		15		89		78		23		11		80		232		690	
1-2. Strongly Disagree & Disagr	86	85.1%	55	91.7%	12	85.7%	77	90.6%	55	79.7%	18	85.7%	9	81.8%	70	89.7%	188	89.5%	570	87.8%
3-4. Agree & Strongly Agree	15	14.9%	5	8.3%	2	14.3%	8	9.4%	14	20.3%	3	14.3%	2	18.2%	8	10.3%	22	10.5%	79	12.2%
==> Total	101		60		14		85		69		21		11		78		210		649	
22. My department head/director involves staff members in the development of long-term department plans																				
0. No Opinion	7	6.9%	9	14.8%	2	13.3%	7	8.0%	8	10.1%	3	13.0%	0	0.0%	14	18.9%	31	13.4%	81	11.8%
1. Strongly Disagree	10	9.8%	5	8.2%	1	6.7%	7	8.0%	14	17.7%	4	17.4%	1	9.1%	14	18.9%	27	11.6%	83	12.1%
2. Disagree	27	26.5%	14	23.0%	2	13.3%	23	26.4%	19	24.1%	1	4.3%	1	9.1%	34	45.9%	57	24.6%	178	26.0%
3. Agree	44	43.1%	27	44.3%	7	46.7%	41	47.1%	32	40.5%	13	56.5%	6	54.5%	12	16.2%	85	36.6%	267	39.0%
4. Strongly Agree	14	13.7%	6	9.8%	3	20.0%	9	10.3%	6	7.6%	2	8.7%	3	27.3%		0.0%	32	13.8%	75	11.0%
==>Total	102		61		15		87		79		23		11		74		232		684	
1-2. Strongly Disagree & Disagr	37	38.9%	19	36.5%	3	23.1%	30	37.5%	33	46.5%	5	25.0%	2	18.2%	48	80.0%	84	41.8%	261	43.3%
3-4. Agree & Strongly Agree	58	61.1%	33	63.5%	10	76.9%	50	62.5%	38	53.5%	15	75.0%	9	81.8%	12	20.0%	117	58.2%	342	56.7%
==> Total	95		52		13		80		71		20		11		60		201		603	
23. My department head/director is able to communicate effectively with staff members in my department																				
0. No Opinion	5	4.9%	2	3.3%	0	0.0%	4	4.5%	1	1.3%	0	0.0%	0	0.0%	1	1.3%	14	6.0%	27	3.9%
1. Strongly Disagree	8	7.8%	5	8.3%	0	0.0%	11	12.4%	8	10.1%	3	13.0%	1	9.1%	17	21.3%	26	11.1%	79	11.4%
2. Disagree	15	14.7%	7	11.7%	2	13.3%	13	14.6%	17	21.5%	1	4.3%	1	9.1%	14	17.5%	34	14.5%	104	15.0%
3. Agree	54	52.9%	33	55.0%	9	60.0%	46	51.7%	36	45.6%	15	65.2%	4	36.4%	31	38.8%	109	46.6%	337	48.6%
4. Strongly Agree	20	19.6%	13	21.7%	4	26.7%	15	16.9%	17	21.5%	4	17.4%	5	45.5%	17	21.3%	51	21.8%	146	21.1%
==>Total	102		60		15		89		79		23		11		80		234		693	
1-2. Strongly Disagree & Disagr	23	23.7%	12	20.7%	2	13.3%	24	28.2%	25	32.1%	4	17.4%	2	18.2%	31	39.2%	60	27.3%	183	27.5%
3-4. Agree & Strongly Agree	74	76.3%	46	79.3%	13	86.7%	61	71.8%	53	67.9%	19	82.6%	9	81.8%	48	60.8%	160	72.7%	483	72.5%
==> Total	97		58		15		85		78		23		11		79		220		666	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
24. The University has an interest in the welfare of staff members who work here																					
0. No Opinion	9	8.9%	10	16.7%	1	6.7%	5	5.7%	12	15.4%	1	4.3%	0	0.0%	2	2.5%	28	11.9%	68	9.8%	
1. Strongly Disagree	5	5.0%	5	8.3%	1	6.7%	4	4.5%	2	2.6%	0	0.0%	0	0.0%	5	6.3%	18	7.7%	40	5.8%	
2. Disagree	11	10.9%	6	10.0%	1	6.7%	17	19.3%	19	24.4%	3	13.0%	1	9.1%	11	13.8%	50	21.3%	119	17.2%	
3. Agree	62	61.4%	31	51.7%	11	73.3%	54	61.4%	36	46.2%	17	73.9%	9	81.8%	53	66.3%	123	52.3%	396	57.3%	
4. Strongly Agree	14	13.9%	8	13.3%	1	6.7%	8	9.1%	9	11.5%	2	8.7%	1	9.1%	9	11.3%	16	6.8%	68	9.8%	
==>Total	101		60		15		88		78		23		11		80		235		691		
1-2. Strongly Disagree & Disagree	16	17.4%	11	22.0%	2	14.3%	21	25.3%	21	31.8%	3	13.6%	1	9.1%	16	20.5%	68	32.9%	159	25.5%	
3-4. Agree & Strongly Agree	76	82.6%	39	78.0%	12	85.7%	62	74.7%	45	68.2%	19	86.4%	10	90.9%	62	79.5%	139	67.1%	464	74.5%	
==> Total	92		50		14		83		66		22		11		78		207		623		
25. I find my workplace to be stressful																					
0. No Opinion	2	2.0%	3	4.9%	1	6.7%	2	2.2%	4	5.1%	1	4.3%	0	0.0%	1	1.2%	15	6.5%	29	4.2%	
1. Strongly Disagree	12	11.8%	6	9.8%	3	20.0%	4	4.5%	7	9.0%	1	4.3%	2	18.2%	3	3.7%	18	7.8%	56	8.1%	
2. Disagree	41	40.2%	24	39.3%	8	53.3%	48	53.9%	29	37.2%	10	43.5%	4	36.4%	26	32.1%	90	38.8%	280	40.5%	
3. Agree	36	35.3%	19	31.1%	3	20.0%	21	23.6%	29	37.2%	6	26.1%	3	27.3%	28	34.6%	71	30.6%	216	31.2%	
4. Strongly Agree	11	10.8%	9	14.8%	0	0.0%	14	15.7%	9	11.5%	5	21.7%	2	18.2%	23	28.4%	38	16.4%	111	16.0%	
==>Total	102		61		15		89		78		23		11		81		232		692		
1-2. Strongly Disagree & Disagree	53	53.0%	30	51.7%	11	78.6%	52	59.8%	36	48.6%	11	50.0%	6	54.5%	29	36.3%	108	49.8%	336	50.7%	
3-4. Agree & Strongly Agree	47	47.0%	28	48.3%	3	21.4%	35	40.2%	38	51.4%	11	50.0%	5	45.5%	51	63.8%	109	50.2%	327	49.3%	
==> Total	100		58		14		87		74		22		11		80		217		663		

	Academic		Administrative		Development		Business		Academic		University		Provost		Student		Other		Total		
	Affairs		Affairs				Affairs		Department		Relation				Development						
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
26. Please select all the reasons listed below that make your job stressful																					
A. Relationship with supervisor	15	14.7%	6	9.9%	1	6.3%	10	11.1%	8	10.1%	5	21.7%	2	18.2%	24	29.6%	48	20.3%	119	17%	
B. Relationship with higher administration	12	11.8%	7	11.5%	0	0.0%	12	13.3%	9	11.4%	3	13.0%	1	9.1%	19	23.5%	30	12.7%	93	14%	
C. Heavy workload	40	39.0%	21	34.4%	0	0.0%	27	30.0%	24	30.4%	8	34.8%	3	27.3%	30	37.0%	67	28.3%	220	31%	
D. Relationship with co-workers	8	7.8%	2	3.3%	0	0.0%	3	3.3%	13	16.5%	5	21.7%	2	18.2%	15	18.5%	33	13.9%	81	12%	
E. Not allowed to take off earned time	6	5.9%	4	6.6%	0	0.0%	5	5.6%	8	10.1%	1	4.4%	0	0.0%	5	6.2%	25	10.6%	54	8%	
F. Advising students	6	5.9%	0	0.0%	0	0.0%	4	4.4%	5	6.3%	0	0.0%	0	0.0%	11	13.6%	8	3.4%	34	5%	
G. Serving on Committees	7	6.9%	0	0.0%	0	0.0%	2	2.2%	1	1.3%	0	0.0%	0	0.0%	7	8.6%	8	3.4%	25	3%	
H. Making presentations	2	0.0%	3	4.9%	0	0.0%	0	0.0%	2	2.5%	0	0.0%	0	0.0%	4	5.0%	5	2.1%	16	2%	
I. Completing reports	14	13.7%	5	8.2%	0	0.0%	6	6.7%	5	6.3%	3	13.0%	0	0.0%	4	5.0%	15	6.3%	52	8%	
J. Computer work	9	8.8%	7	11.5%	0	0.0%	5	5.6%	6	7.6%	2	8.7%	0	0.0%	5	6.2%	7	2.8%	41	6%	
K. Mundane tasks	11	10.8%	6	9.9%	0	0.0%	11	10.8%	10	12.7%	5	21.7%	1	9.1%	13	16.1%	20	8.4%	77	11%	
L. Meetings	11	10.8%	7	11.5%	0	0.0%	9	10.0%	2	2.5%	3	13.0%	0	0.0%	12	14.9%	15	6.3%	59	9%	
M. Balancing work and family/personal obligations	11	10.8%	11	18.0%	0	0.0%	7	7.8%	7	8.9%	6	26.1%	0	0.0%	16	19.8%	19	8.0%	77	12%	
N. Inflexible policies and Procedures	10	9.8%	4	6.6%	0	0.0%	8	8.9%	9	11.4%	3	13.0%	1	9.1%	13	16.1%	28	11.8%	76	11%	
O. Other	13	12.8%	9	14.8%	1	6.3%	12	13.3%	12	15.2%	1	4.4%	1	9.1%	16	19.8%	31	13.1%	96	14%	
27. Please select all activities that help you to control stress at work																					
A. Request work load be reduced	3	2.9%	4	6.6%	0	0.0%	8	8.9%	5	6.3%	3	13.1%	1	9.1%	3	3.7%	21	8.9%	48	7%	
B. Participate in an exercise program	26	25.5%	24	3.9%	4	25.0%	21	23.3%	22	27.9%	11	47.8%	2	18.2%	25	30.9%	52	21.9%	187	27%	
C. Participate in a stress management class	3	2.9%	5	8.2%	2	12.5%	6	6.7%	3	3.8%	5	21.7%	0	0.0%	2	2.5%	20	8.4%	46	6%	
D. Taking regular breaks	45	44.1%	16	26.2%	6	37.5%	41	45.6%	32	40.5%	8	34.8%	6	54.6%	38	46.9%	107	45.2%	299	42%	
E. Walking	42	41.2%	22	36.1%	8	50.0%	32	35.6%	29	36.7%	11	47.8%	7	63.6%	38	46.9%	83	35.0%	272	39%	
F. Stretching	28	27.5%	16	26.2%	8	50.0%	21	23.3%	15	19.0%	9	39.1%	5	45.5%	22	27.2%	43	18.1%	167	24%	
G. Meditation/prayer	20	19.6%	14	22.9%	5	31.3%	25	27.8%	20	25.3%	10	43.5%	5	45.5%	24	29.6%	67	28.3%	190	27%	
H. Reading	34	33.3%	17	27.9%	2	1.3%	15	16.7%	18	22.8%	9	39.1%	1	9.1%	12	14.8%	55	23.2%	163	23%	
I. Talking	34	33.3%	18	29.5%	5	31.3%	36	40.0%	24	30.4%	8	34.8%	4	36.4%	35	43.2%	91	38.4%	255	36%	
J. Listening or playing music	47	46.1%	27	44.3%	9	56.3%	39	43.3%	40	50.6%	13	56.5%	6	54.6%	31	38.3%	97	40.9%	309	42%	
K. Eating	19	18.6%	9	14.8%	1	6.3%	19	18.6%	10	12.7%	5	21.7%	2	18.2%	13	16.1%	32	13.5%	110	16%	
L. short rest	17	16.7%	12	19.7%	2	12.5%	20	22.2%	18	22.8%	4	17.4%	1	9.1%	15	18.5%	55	23.2%	144	22%	
M. Other	10	9.8%	2	3.3%	2	12.5%	10	11.1%	4	5.1%	3	13.0%	0	0.0%	9	11.1%	25	10.6%	65	9%	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1. Divisive	5	5.1%	6	10.7%	0	0.0%	7	8.8%	7	9.9%	0	0.0%	1	10.0%	14	17.5%	23	11.2%	63	9.9%
2.	9	9.1%	3	5.4%	1	7.7%	8	10.0%	13	18.3%	5	23.8%	0	0.0%	9	11.3%	23	11.2%	71	11.2%
3.	33	33.3%	22	39.3%	3	23.1%	27	33.8%	24	33.8%	9	42.9%	3	30.0%	29	36.3%	73	35.6%	223	35.1%
4.	42	42.4%	20	35.7%	6	46.2%	30	37.5%	21	29.6%	5	23.8%	3	30.0%	19	23.8%	49	23.9%	195	30.7%
5. Harmonious	10	10.1%	5	8.9%	3	23.1%	8	10.0%	6	8.5%	2	9.5%	3	30.0%	9	11.3%	37	18.1%	83	13.1%
																				635
1. Overly structured	4	4.0%	8	14.0%	1	7.7%	7	8.8%	7	9.9%	2	9.5%	1	10.0%	12	15.0%	26	12.4%	68	10.6%
2.	15	15.2%	8	14.0%	1	7.7%	12	15.0%	5	7.0%	4	19.1%	0	0.0%	17	21.3%	34	16.3%	96	15.0%
3.	27	27.3%	18	31.6%	2	15.4%	23	28.8%	28	39.4%	4	19.1%	1	10.0%	16	20.0%	56	26.8%	175	27.3%
4.	33	33.3%	16	28.1%	4	30.8%	26	32.5%	20	28.2%	7	33.3%	4	40.0%	20	25.0%	47	22.5%	177	27.7%
5. Flexible	20	20.2%	7	12.3%	5	38.5%	12	15.0%	11	15.4%	4	19.1%	4	40.0%	15	18.8%	46	22.0%	124	19.4%
																				640
1. Bureaucratic	24	24.2%	18	31.6%	2	15.4%	21	26.9%	22	30.6%	4	19.1%	1	10.0%	31	39.2%	59	7.9%	182	28.8%
2.	25	25.3%	14	24.6%	1	7.7%	20	25.6%	19	26.4%	7	33.3%	2	20.0%	10	12.7%	36	4.8%	134	21.2%
3.	30	30.3%	13	22.8%	4	30.8%	17	21.8%	20	27.8%	7	33.3%	7	70.0%	22	27.9%	70	34.7%	190	30.1%
4.	17	17.2%	10	17.5%	2	15.4%	13	12.3%	9	12.5%	1	4.8%	0	0.0%	12	15.2%	21	10.4%	85	13.5%
5. Non-Bureaucratic	3	3.0%	2	3.5%	4	30.8%	7	9.0%	2	2.8%	2	9.5%	0	0.0%	4	5.1%	16	7.9%	40	6.3%
																				631
38. Staff in my unit are informed by our supervision about what is happening at the university																				
0. No Opinion	5	4.9%	3	5.0%	1	6.3%	5	5.6%	6	7.7%	1	4.3%	0	0.0%	0	0.0%	13	5.5%	34	4.9%
1. Strongly Disagree	9	8.8%	3	5.0%	1	6.3%	4	4.4%	10	12.8%	1	4.3%	1	9.1%	6	7.5%	17	7.2%	52	7.5%
2. Disagree	17	16.7%	11	18.3%	4	25.0%	26	28.9%	17	21.8%	3	13.0%	1	9.1%	17	21.3%	57	24.3%	153	22.0%
3. Agree	57	55.9%	36	60.0%	9	56.3%	44	48.9%	36	46.2%	13	56.5%	6	54.5%	41	51.3%	118	50.2%	360	51.8%
4. Strongly Agree	14	13.7%	7	11.7%	1	6.3%	11	12.2%	9	11.5%	5	21.7%	3	27.3%	16	20.0%	30	12.8%	96	13.8%
==>Total	102		60		16		90		78		23		11		80		235		695	
1-2. Strongly Disagree & Disagr	26	26.8%	14	24.6%	5	33.3%	30	35.3%	27	37.5%	4	18.2%	2	18.2%	23	28.8%	74	33.3%	205	31.0%
3-4. Agree & Strongly Agree	71	73.2%	43	75.4%	10	66.7%	55	64.7%	45	62.5%	18	81.8%	9	81.8%	57	71.3%	148	66.7%	456	69.0%
==> Total	97		57		15		85		72		22		11		80		222		661	

	Academic		Administrative		Development		Business		Academic		University		Provost		Student		Other		Total	
	Affairs		Affairs				Affairs		Department		Relation				Development					
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
39. I am adequately informed about changes in my UNT benefits package																				
0. No Opinion	2	2.0%	1	1.7%	0	0.0%	3	3.3%	5	6.4%	0	0.0%	0	0.0%	1	1.2%	11	4.7%	23	3.3%
1. Strongly Disagree	0	0.0%	0	0.0%	0	0.0%	2	2.2%	2	2.6%	0	0.0%	0	0.0%	1	1.2%	6	2.6%	11	1.6%
2. Disagree	8	7.9%	1	1.7%	1	6.3%	9	10.0%	4	5.1%	3	13.0%	0	0.0%	5	6.2%	32	13.7%	63	9.1%
3. Agree	72	71.3%	42	71.2%	11	68.8%	67	74.4%	53	67.9%	16	69.6%	9	81.8%	63	77.8%	150	64.4%	483	69.8%
4. Strongly Agree	19	18.8%	15	25.4%	4	25.0%	9	10.0%	14	17.9%	4	17.4%	2	18.2%	11	13.6%	34	14.6%	112	16.2%
==>Total	101		59		16		90		78		23		11		81		233		692	
1-2. Strongly Disagree & Disagr	8	8.1%	1	1.7%	1	6.3%	11	12.6%	6	8.2%	3	13.0%	0	0.0%	6	7.5%	38	17.1%	74	11.1%
3-4. Agree & Strongly Agree	91	91.9%	57	98.3%	15	93.8%	76	87.4%	67	91.8%	20	87.0%	11	100.0%	74	92.5%	184	82.9%	595	88.9%
==> Total	99		58		16		87		73		23		11		80		222		669	
40. I am informed of changes of policies and procedures on a timely bases																				
0. No Opinion	4	4.0%	3	5.0%	1	6.3%	6	6.7%	6	7.7%	1	4.3%	0	0.0%	3	3.8%	11	4.8%	35	5.1%
1. Strongly Disagree	3	3.0%	2	3.3%	0	0.0%	2	2.2%	3	3.8%	1	4.3%	0	0.0%	4	5.0%	16	6.9%	31	4.5%
2. Disagree	21	20.8%	9	15.0%	1	6.3%	23	25.6%	20	25.6%	2	8.7%	0	0.0%	14	17.5%	49	21.2%	139	20.1%
3. Agree	61	60.4%	40	66.7%	10	62.5%	51	56.7%	40	51.3%	16	69.6%	9	81.8%	51	63.8%	136	58.9%	414	60.0%
4. Strongly Agree	12	11.9%	6	10.0%	4	25.0%	8	8.9%	9	11.5%	3	13.0%	2	18.2%	8	10.0%	19	8.2%	71	10.3%
==>Total	101		60		16		90		78		23		11		80		231		690	
1-2. Strongly Disagree & Disagr	24	24.7%	11	19.3%	1	6.7%	25	29.8%	23	31.9%	3	13.6%	0	0.0%	18	23.4%	65	29.5%	170	26.0%
3-4. Agree & Strongly Agree	73	75.3%	46	80.7%	14	93.3%	59	70.2%	49	68.1%	19	86.4%	11	100.0%	59	76.6%	155	70.5%	485	74.0%
==> Total	97		57		15		84		72		22		11		77		220		655	
41. University-related disputes are addressed in a manner that encourages the resolution of conflict																				
0. No Opinion	38	37.6%	20	33.9%	5	31.3%	22	22.0%	30	38.5%	6	26.1%	1	9.1%	20	25.3%	83	36.2%	225	32.3%
1. Strongly Disagree	6	5.9%	4	6.8%	2	12.5%	3	3.0%	3	3.8%	0	0.0%	1	9.1%	10	12.7%	18	7.9%	47	6.8%
2. Disagree	10	9.9%	7	11.9%	0	0.0%	14	14.0%	8	10.3%	0	0.0%	1	9.1%	8	10.1%	35	15.3%	83	11.9%
3. Agree	42	41.6%	27	45.8%	9	56.3%	56	56.0%	35	44.9%	16	69.6%	8	72.7%	36	45.6%	82	35.8%	311	44.7%
4. Strongly Agree	5	5.0%	1	1.7%	0	0.0%	5	5.0%	2	2.6%	1	4.3%	0	0.0%	5	6.3%	11	4.8%	30	4.3%
==>Total	101		59		16		100		78		23		11		79		229		696	
1-2. Strongly Disagree & Disagr	16	25.4%	11	28.2%	2	18.2%	17	21.8%	11	22.9%	0	0.0%	2	20.0%	18	30.5%	53	36.3%	130	27.6%
3-4. Agree & Strongly Agree	47	74.6%	28	71.8%	9	81.8%	61	78.2%	37	77.1%	17	100.0%	8	80.0%	41	69.5%	93	63.7%	341	72.4%
==> Total	63		39		11		78		48		17		10		59		146		471	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
	42. I have sufficient knowledge of UNT's complaint and grievance policy and procedures to use them if needed																			
0. No Opinion	13	12.9%	11	18.6%	1	6.3%	6	6.7%	15	19.2%	1	4.3%	1	9.1%	0	0.0%	24	10.4%	72	10.4%
1. Strongly Disagree	3	3.0%	1	1.7%	0	0.0%	4	4.4%	5	6.4%	2	8.7%	0	0.0%	12	15.0%	18	7.8%	45	6.5%
2. Disagree	18	17.8%	7	11.9%	4	25.0%	24	26.7%	25	32.1%	4	17.4%	1	9.1%	17	21.3%	56	24.2%	156	22.6%
3. Agree	59	58.4%	30	50.8%	10	62.5%	47	52.2%	27	34.6%	15	65.2%	7	63.6%	43	53.8%	115	49.8%	353	51.2%
4. Strongly Agree	8	7.9%	10	16.9%	1	6.3%	9	10.0%	6	7.7%	1	4.3%	2	18.2%	8	10.0%	18	7.8%	63	9.1%
==>Total	101		59		16		90		78		23		11		80		231		689	
1-2. Strongly Disagree & Disagree	21	23.9%	8	16.7%	4	26.7%	28	33.3%	30	47.6%	6	27.3%	1	10.0%	29	36.3%	74	35.7%	201	32.6%
3-4. Agree & Strongly Agree	67	76.1%	40	83.3%	11	73.3%	56	66.7%	33	52.4%	16	72.7%	9	90.0%	51	63.8%	133	64.3%	416	67.4%
==> Total	88		48		15		84		63		22		10		80		207		617	
43. I am aware that UNT has an alternate dispute resolution system																				
0. No Opinion	5	4.9%	6	10.0%	2	13.3%	4	4.4%	9	11.5%	1	4.3%	0	0.0%	2	2.5%	27	11.7%	56	8.1%
1. Strongly Disagree	4	3.9%	1	1.7%	0	0.0%	1	1.1%	3	3.8%	4	17.4%	0	0.0%	9	11.3%	13	5.7%	35	5.1%
2. Disagree	11	10.8%	6	10.0%	2	13.3%	16	17.8%	17	21.8%	4	17.4%	0	0.0%	6	7.5%	45	19.6%	107	15.5%
3. Agree	66	64.7%	34	56.7%	11	73.3%	60	66.7%	40	51.3%	13	56.5%	10	90.9%	42	52.5%	118	51.3%	394	57.2%
4. Strongly Agree	16	15.7%	13	21.7%	0	0.0%	9	10.0%	9	11.5%	1	4.3%	1	9.1%	21	26.3%	27	11.7%	97	14.1%
==>Total	102		60		15		90		78		23		11		80		230		689	
1-2. Strongly Disagree & Disagree	15	15.5%	7	13.0%	2	15.4%	17	19.8%	20	29.0%	8	36.4%	0	0.0%	15	19.2%	58	28.6%	142	22.4%
3-4. Agree & Strongly Agree	82	84.5%	47	87.0%	11	84.6%	69	80.2%	49	71.0%	14	63.6%	11	100.0%	63	80.8%	145	71.4%	491	77.6%
==> Total	97		54		13		86		69		22		11		78		203		633	
44. I would use UNT's voluntary alternate dispute resolution system to resolve disputes in which I am involved																				
0. No Opinion	28	27.5%	16	26.7%	5	31.3%	21	23.3%	31	39.7%	2	8.7%	1	9.1%	13	16.3%	65	27.9%	182	26.3%
1. Strongly Disagree	2	2.0%	3	5.0%	1	6.3%	4	4.4%	4	5.1%	1	4.3%	0	0.0%	6	7.5%	16	6.9%	37	5.3%
2. Disagree	10	9.8%	11	18.3%	3	18.8%	16	17.8%	13	16.7%	4	17.4%	3	27.3%	15	18.8%	29	12.4%	104	15.0%
3. Agree	53	52.0%	28	46.7%	6	37.5%	45	50.0%	28	35.9%	15	65.2%	5	45.5%	37	46.3%	101	43.3%	318	45.9%
4. Strongly Agree	9	8.8%	2	3.3%	1	6.3%	4	4.4%	2	2.6%	1	4.3%	2	18.2%	9	11.3%	22	9.4%	52	7.5%
==>Total	102		60		16		90		78		23		11		80		233		693	
1-2. Strongly Disagree & Disagree	12	16.2%	14	31.8%	4	36.4%	20	29.0%	17	36.2%	5	23.8%	3	30.0%	21	31.3%	45	26.8%	141	27.6%
3-4. Agree & Strongly Agree	62	83.8%	30	68.2%	7	63.6%	49	71.0%	30	63.8%	16	76.2%	7	70.0%	46	68.7%	123	73.2%	370	72.4%
==> Total	74		44		11		69		47		21		10		67		168		511	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
45. I am aware that UNT's Staff Council is available to address staff concerns																					
0. No Opinion	7	6.9%	7	11.9%	1	6.3%	8	9.0%	12	15.4%	2	8.7%	0	0.0%	4	4.9%	34	14.7%	75	10.9%	
1. Strongly Disagree	4	3.9%	0	0.0%	0	0.0%	3	3.4%	1	1.3%	0	0.0%	0	0.0%	5	6.2%	13	5.6%	26	3.8%	
2. Disagree	12	11.8%	8	13.6%	1	6.3%	10	11.2%	18	23.1%	3	13.0%	1	9.1%	12	14.8%	48	20.7%	113	16.4%	
3. Agree	64	62.7%	35	59.3%	12	75.0%	55	61.8%	43	55.1%	15	65.2%	9	81.8%	50	61.7%	117	50.4%	400	57.9%	
4. Strongly Agree	15	14.7%	9	15.3%	2	12.5%	13	14.6%	4	5.1%	3	13.0%	1	9.1%	10	12.3%	20	8.6%	77	11.1%	
==>Total	102		59		16		89		78		23		11		81		232		691		
1-2. Strongly Disagree & Disagree	16	16.8%	8	15.4%	1	6.7%	13	16.0%	19	28.8%	3	14.3%	1	9.1%	17	22.1%	61	30.8%	139	22.6%	
3-4. Agree & Strongly Agree	79	83.2%	44	84.6%	14	93.3%	68	84.0%	47	71.2%	18	85.7%	10	90.9%	60	77.9%	137	69.2%	477	77.4%	
==> Total	95		52		15		81		66		21		11		77		198		616		
46. Flexible working time																					
0. No Opinion	6	5.9%	4	6.7%	0	0.0%	5	5.6%	3	3.8%	2	8.7%	0	0.0%	4	4.9%	20	8.6%	44	6.4%	
1. Strongly Disagree	0	0.0%	1	1.7%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	2	2.5%	2	0.9%	6	0.9%	
2. Disagree	5	5.0%	4	6.7%	1	6.3%	4	4.5%	4	5.1%	1	4.3%	2	18.2%	4	4.9%	11	4.7%	36	5.2%	
3. Agree	42	41.6%	25	41.7%	7	43.8%	36	40.4%	32	41.0%	5	21.7%	5	45.5%	26	32.1%	106	45.7%	284	41.1%	
4. Strongly Agree	48	47.5%	26	43.3%	8	50.0%	43	48.3%	39	50.0%	15	65.2%	4	36.4%	45	55.6%	93	40.1%	321	46.5%	
==>Total	101		60		16		89		78		23		11		81		232		691		
1-2. Strongly Disagree & Disagree	5	5.3%	5	8.9%	1	6.3%	5	6.0%	4	5.3%	1	4.8%	2	18.2%	6	7.8%	13	6.1%	42	6.5%	
3-4. Agree & Strongly Agree	90	94.7%	51	91.1%	15	93.8%	79	94.0%	71	94.7%	20	95.2%	9	81.8%	71	92.2%	199	93.9%	605	93.5%	
==> Total	95		56		16		84		75		21		11		77		212		647		
47. Telecommuting																					
0. No Opinion	16	15.8%	13	21.7%	5	31.3%	17	19.1%	12	15.4%	4	17.4%	1	9.1%	12	15.2%	63	27.6%	143	20.9%	
1. Strongly Disagree	2	2.0%	3	5.0%	0	0.0%	3	3.4%	2	2.6%	0	0.0%	1	9.1%	7	8.9%	6	2.6%	24	3.5%	
2. Disagree	20	19.8%	11	18.3%	2	12.5%	15	16.9%	9	11.5%	6	26.1%	3	27.3%	10	12.7%	38	16.7%	114	16.6%	
3. Agree	33	32.7%	13	21.7%	4	25.0%	29	32.6%	25	32.1%	7	30.4%	4	36.4%	26	32.9%	63	27.6%	204	29.8%	
4. Strongly Agree	30	29.7%	20	33.3%	5	31.3%	25	28.1%	30	38.5%	6	26.1%	2	18.2%	24	30.4%	58	25.4%	200	29.2%	
==>Total	101		60		16		89		78		23		11		79		228		685		
1-2. Strongly Disagree & Disagree	22	25.9%	14	29.8%	2	18.2%	18	25.0%	11	16.7%	6	31.6%	4	40.0%	17	25.4%	44	26.7%	138	25.5%	
3-4. Agree & Strongly Agree	63	74.1%	33	70.2%	9	81.8%	54	75.0%	55	83.3%	13	68.4%	6	60.0%	50	74.6%	121	73.3%	404	74.5%	
==> Total	85		47		11		72		66		19		10		67		165		542		

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
48. Alternative job arrangements (e.g. part-time, job sharing)																				
0. No Opinion	22	22.2%	19	32.2%	1	6.3%	23	25.8%	18	24.3%	4	18.2%	0	0.0%	14	17.9%	65	28.9%	166	24.7%
1. Strongly Disagree	6	6.1%	2	3.4%	0	0.0%	6	6.7%	1	1.4%	0	0.0%	1	10.0%	3	3.8%	8	3.6%	27	4.0%
2. Disagree	31	31.3%	16	27.1%	4	25.0%	21	23.6%	17	23.0%	3	13.6%	4	40.0%	19	24.4%	48	21.3%	163	24.3%
3. Agree	25	25.3%	13	22.0%	6	37.5%	28	31.5%	23	31.1%	8	36.4%	3	30.0%	24	30.8%	66	29.3%	196	29.2%
4. Strongly Agree	15	15.2%	9	15.3%	5	31.3%	11	12.4%	15	20.3%	7	31.8%	2	20.0%	18	23.1%	38	16.9%	120	17.9%
==>Total	99		59		16		89		74		22		10		78		225		672	
1-2. Strongly Disagree & Disagree	37	48.1%	18	45.0%	4	26.7%	27	40.9%	18	32.1%	3	16.7%	5	50.0%	22	34.4%	56	35.0%	190	37.5%
3-4. Agree & Strongly Agree	40	51.9%	22	55.0%	11	73.3%	39	59.1%	38	67.9%	15	83.3%	5	50.0%	42	65.6%	104	65.0%	316	62.5%
==> Total	77		40		15		66		56		18		10		64		160		506	
49. Clearly stated department or university policy on balancing work and family obligations																				
0. No Opinion	20	19.8%	18	30.0%	6	37.5%	21	23.6%	21	27.6%	5	21.7%	1	9.1%	14	17.3%	54	23.5%	160	23.3%
1. Strongly Disagree	1	1.0%	0	0.0%	0	0.0%	2	2.2%	3	3.9%	0	0.0%	1	9.1%	0	0.0%	2	0.9%	9	1.3%
2. Disagree	19	18.8%	8	13.3%	1	6.3%	10	11.2%	8	10.5%	4	17.4%	2	18.2%	11	13.6%	27	11.7%	90	13.1%
3. Agree	40	39.6%	26	43.3%	6	37.5%	41	46.1%	27	35.5%	10	43.5%	6	54.5%	37	45.7%	107	46.5%	300	43.7%
4. Strongly Agree	21	20.8%	8	13.3%	3	18.8%	15	16.9%	17	22.4%	4	17.4%	1	9.1%	19	23.5%	40	17.4%	128	18.6%
==>Total	101		60		16		89		76		23		11		81		230		687	
1-2. Strongly Disagree & Disagree	20	24.7%	8	19.0%	1	10.0%	12	17.6%	11	20.0%	4	22.2%	3	30.0%	11	16.4%	29	16.5%	99	18.8%
3-4. Agree & Strongly Agree	61	75.3%	34	81.0%	9	90.0%	56	82.4%	44	80.0%	14	77.8%	7	70.0%	56	83.6%	147	83.5%	428	81.2%
==> Total	81		42		10		68		55		18		10		67		176		527	
50. More accessible child care on campus																				
0. No Opinion	47	46.1%	32	53.3%	8	50.0%	32	35.6%	38	49.4%	11	47.8%	3	27.3%	30	37.0%	93	40.4%	294	42.6%
1. Strongly Disagree	5	4.9%	0	0.0%	0	0.0%	2	2.2%	3	3.9%	0	0.0%	0	0.0%	3	3.7%	2	0.9%	15	2.2%
2. Disagree	14	13.7%	5	8.3%	1	6.3%	11	12.2%	6	7.8%	3	13.0%	3	27.3%	8	9.9%	21	9.1%	72	10.4%
3. Agree	10	9.8%	12	20.0%	0	0.0%	19	21.1%	16	20.8%	2	8.7%	4	36.4%	16	19.8%	65	28.3%	144	20.9%
4. Strongly Agree	26	25.5%	11	18.3%	7	43.8%	26	28.9%	14	18.2%	7	30.4%	1	9.1%	24	29.6%	49	21.3%	165	23.9%
==>Total	102		60		16		90		77		23		11		81		230		690	
1-2. Strongly Disagree & Disagree	19	34.5%	5	17.9%	1	12.5%	13	22.4%	9	23.1%	3	25.0%	3	37.5%	11	21.6%	23	16.8%	87	22.0%
3-4. Agree & Strongly Agree	36	65.5%	23	82.1%	7	87.5%	45	77.6%	30	76.9%	9	75.0%	5	62.5%	40	78.4%	114	83.2%	309	78.0%
==> Total	55		28		8		58		39		12		8		51		137		396	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
73. The number and availability of recreational and fitness programs at UNT																				
0. No Opinion	22	21.8%	10	17.2%	2	12.5%	18	20.0%	24	31.2%	2	9.1%	0	0.0%	10	12.7%	51	22.6%	139	20.4%
1. Very Dissatisfied	8	7.9%	4	6.9%	1	6.3%	5	5.6%	4	5.2%	1	4.5%	1	9.1%	8	10.1%	12	5.3%	44	6.5%
2. Dissatisfied	18	17.8%	15	25.9%	2	12.5%	19	21.1%	14	18.2%	5	22.7%	0	0.0%	20	25.3%	43	19.0%	136	20.0%
3. Satisfied	44	43.6%	26	44.8%	9	56.3%	42	46.7%	29	37.7%	12	54.5%	9	81.8%	34	43.0%	107	47.3%	312	45.9%
4. Very Satisfied	9	8.9%	3	5.2%	2	12.5%	6	6.7%	6	7.8%	2	9.1%	1	9.1%	7	8.9%	13	5.8%	49	7.2%
==>Total	101		58		16		90		77		22		11		79		226		680	
1-2. Very Dissatisfied & Dissatis	26	32.9%	19	39.6%	3	21.4%	24	33.3%	18	34.0%	6	30.0%	1	9.1%	28	40.6%	55	31.4%	180	33.3%
3-4. Satisfied & Very Satisfied	53	67.1%	29	60.4%	11	78.6%	48	66.7%	35	66.0%	14	70.0%	10	90.9%	41	59.4%	120	68.6%	361	66.7%
==> Total	79		48		14		72		53		20		11		69		175		541	
74. The availability of facilities and equipment for recreational and fitness programs at UNT																				
0. No Opinion	23	22.8%	11	18.6%	1	6.7%	21	23.3%	25	32.5%	2	9.1%	0	0.0%	11	13.8%	53	23.5%	147	21.6%
1. Very Dissatisfied	10	9.9%	4	6.8%	1	6.7%	7	7.8%	5	6.5%	2	9.1%	1	9.1%	11	13.8%	16	7.1%	57	8.4%
2. Dissatisfied	29	28.7%	22	37.3%	4	26.7%	25	27.8%	21	27.3%	3	13.6%	1	9.1%	25	31.3%	51	22.6%	181	26.6%
3. Satisfied	32	31.7%	20	33.9%	9	60.0%	32	35.6%	22	28.6%	13	59.1%	8	72.7%	31	38.8%	91	40.3%	258	37.9%
4. Very Satisfied	7	6.9%	2	3.4%	0	0.0%	5	5.6%	4	5.2%	2	9.1%	1	9.1%	2	2.5%	15	6.6%	38	5.6%
==>Total	101		59		15		90		77		22		11		80		226		681	
1-2. Very Dissatisfied & Dissatis	39	50.0%	26	54.2%	5	35.7%	32	46.4%	26	50.0%	5	25.0%	2	18.2%	36	52.2%	67	38.7%	238	44.6%
3-4. Satisfied & Very Satisfied	39	50.0%	22	45.8%	9	64.3%	37	53.6%	26	50.0%	15	75.0%	9	81.8%	33	47.8%	106	61.3%	296	55.4%
==> Total	78		48		14		69		52		20		11		69		173		534	
75. Opportunity for professional growth																				
0. No Opinion	5	5.0%	4	6.8%	2	13.3%	8	8.9%	10	12.8%	3	13.6%	0	0.0%	3	3.8%	31	13.8%	66	9.7%
1. Very Dissatisfied	9	8.9%	4	6.8%	2	13.3%	5	5.6%	3	3.8%	1	4.5%	1	9.1%	5	6.4%	23	10.2%	53	7.8%
2. Dissatisfied	20	19.8%	14	23.7%	1	6.7%	19	21.1%	26	33.3%	3	13.6%	0	0.0%	17	21.8%	57	25.3%	157	23.1%
3. Satisfied	57	56.4%	31	52.5%	8	53.3%	49	54.4%	33	42.3%	14	63.6%	10	90.9%	42	53.8%	96	42.7%	340	50.1%
4. Very Satisfied	10	9.9%	6	10.2%	2	13.3%	9	10.0%	6	7.7%	1	4.5%	0	0.0%	11	14.1%	18	8.0%	63	9.3%
==>Total	101		59		15		90		78		22		11		78		225		679	
1-2. Very Dissatisfied & Dissatis	29	30.2%	18	32.7%	3	23.1%	24	29.3%	29	42.6%	4	21.1%	1	9.1%	22	29.3%	80	41.2%	210	34.3%
3-4. Satisfied & Very Satisfied	67	69.8%	37	67.3%	10	76.9%	58	70.7%	39	57.4%	15	78.9%	10	90.9%	53	70.7%	114	58.8%	403	65.7%
==> Total	96		55		13		82		68		19		11		75		194		613	

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other				
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
76. The opportunity to provide input into the decisions made in my unit or department																					
0. No Opinion	5	5.0%	2	3.4%	2	13.3%	5	5.7%	7	9.0%	0	0.0%	0	0.0%	1	1.3%	19	8.4%	41	6.0%	
1. Very Dissatisfied	8	7.9%	4	6.8%	2	13.3%	5	5.7%	13	16.7%	1	4.5%	0	0.0%	12	15.2%	34	15.0%	79	11.6%	
2. Dissatisfied	18	17.8%	13	22.0%	2	13.3%	26	29.9%	22	28.2%	5	22.7%	2	18.2%	15	19.0%	51	22.5%	154	22.7%	
3. Satisfied	50	49.5%	34	57.6%	9	60.0%	35	40.2%	25	32.1%	16	72.7%	7	63.6%	43	54.4%	99	43.6%	318	46.8%	
4. Very Satisfied	20	19.8%	6	10.2%	0	0.0%	16	18.4%	11	14.1%	0	0.0%	2	18.2%	8	10.1%	24	10.6%	87	12.8%	
==>Total	101		59		15		87		78		22		11		79		227		679		
1-2. Very Dissatisfied & Dissatis	26	27.1%	17	29.8%	4	30.8%	31	37.8%	35	49.3%	6	27.3%	2	18.2%	27	34.6%	85	40.9%	233	36.5%	
3-4. Satisfied & Very Satisfied	70	72.9%	40	70.2%	9	69.2%	51	62.2%	36	50.7%	16	72.7%	9	81.8%	51	65.4%	123	59.1%	405	63.5%	
==> Total	96		57		13		82		71		22		11		78		208		638		
77. Opportunities to file a complaint when I think my rights have been violated																					
0. No Opinion	21	20.8%	12	20.7%	2	13.3%	17	19.3%	35	44.9%	3	13.6%	1	9.1%	12	15.4%	79	34.8%	182	26.8%	
1. Very Dissatisfied	8	7.9%	5	8.6%	1	6.7%	3	3.4%	1	1.3%	1	4.5%	0	0.0%	7	9.0%	18	7.9%	44	6.5%	
2. Dissatisfied	7	6.9%	3	5.2%	0	0.0%	14	15.9%	9	11.5%	2	9.1%	1	9.1%	11	14.1%	21	9.3%	68	10.0%	
3. Satisfied	53	52.5%	35	60.3%	12	80.0%	46	52.3%	27	34.6%	15	68.2%	8	72.7%	39	50.0%	90	39.6%	325	47.9%	
4. Very Satisfied	12	11.9%	3	5.2%	0	0.0%	8	9.1%	6	7.7%	1	4.5%	1	9.1%	9	11.5%	19	8.4%	59	8.7%	
==>Total	101		58		15		88		78		22		11		78		227		678		
1-2. Very Dissatisfied & Dissatis	15	18.8%	8	17.4%	1	7.7%	17	23.9%	10	23.3%	3	15.8%	1	10.0%	18	27.3%	39	26.4%	112	22.6%	
3-4. Satisfied & Very Satisfied	65	81.3%	38	82.6%	12	92.3%	54	76.1%	33	76.7%	16	84.2%	9	90.0%	48	72.7%	109	73.6%	384	77.4%	
==> Total	80		46		13		71		43		19		10		66		148		496		
78. The availability of an Employee Assistance Program for help with personal problems																					
0. No Opinion	30	29.7%	19	32.8%	4	26.7%	27	30.7%	32	41.0%	6	27.3%	1	9.1%	28	35.9%	80	35.1%	227	33.4%	
1. Very Dissatisfied	2	2.0%	2	3.4%	0	0.0%	1	1.1%	2	2.6%	0	0.0%	0	0.0%	4	5.1%	6	2.6%	17	2.5%	
2. Dissatisfied	2	2.0%	1	1.7%	0	0.0%	1	1.1%	6	7.7%	1	4.5%	2	18.2%	1	1.3%	10	4.4%	24	3.5%	
3. Satisfied	50	49.5%	31	53.4%	9	60.0%	50	56.8%	33	42.3%	11	50.0%	5	45.5%	34	43.6%	103	45.2%	326	48.0%	
4. Very Satisfied	17	16.8%	5	8.6%	2	13.3%	9	10.2%	5	6.4%	4	18.2%	3	27.3%	11	14.1%	29	12.7%	85	12.5%	
==>Total	101		58		15		88		78		22		11		78		228		679		
1-2. Very Dissatisfied & Dissatis	4	5.6%	3	7.7%	0	0.0%	2	3.3%	8	17.4%	1	6.3%	2	20.0%	5	10.0%	16	10.8%	41	9.1%	
3-4. Satisfied & Very Satisfied	67	94.4%	36	92.3%	11	100.0%	59	96.7%	38	82.6%	15	93.8%	8	80.0%	45	90.0%	132	89.2%	411	90.9%	
==> Total	71		39		11		61		46		16		10		50		148		452		

Which best represents your level of satisfaction with each of the following offices on their quality of service while providing information or special services as requested														
	No Opinion		Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied		Total Diss.		Total Sat.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
79. Academic Affairs	388	49.3%	10	1.3%	26	3.3%	306	38.9%	57	7.2%	36	4.6%	363	46.1%
- Those with a opinion				2.5%		6.5%		76.7%		14.3%		9.0%		91.0%
80. Administrative Affairs	358	45.7%	19	2.4%	39	5.0%	326	41.6%	42	5.4%	58	7.4%	368	46.9%
- Those with a opinion				4.5%		9.2%		76.5%		9.9%		13.6%		86.4%
81. Budget Office	350	44.8%	18	2.3%	68	8.7%	289	37.0%	57	7.3%	86	11.0%	346	44.2%
- Those with a opinion				4.2%		15.7%		66.9%		13.2%		19.9%		80.1%
82. College of Arts and Science- Dean's Office	458	58.9%	7	0.9%	15	1.9%	239	30.7%	59	7.6%	22	2.8%	298	38.3%
- Those with a opinion				2.2%		4.7%		74.7%		18.4%		6.9%		93.1%
83. College of Business Administration - Dean's Office	499	64.4%	12	1.5%	21	2.7%	207	26.7%	36	4.6%	33	4.3%	243	31.4%
- Those with a opinion				4.3%		7.6%		75.0%		13.0%		12.0%		88.0%
84. School of Community Service - Deans Office	491	63.4%	6	0.8%	19	2.5%	223	28.8%	36	4.6%	25	3.2%	259	33.4%
- Those with a opinion				2.1%		6.7%		78.5%		12.7%		8.8%		91.2%
85. Graduate School - Dean's Office	441	56.6%	16	2.1%	29	3.7%	243	31.2%	50	6.4%	45	5.8%	293	37.6%
- Those with a opinion				4.7%		8.6%		71.9%		14.8%		13.3%		86.7%

	Academic Affairs		Administrative Affairs		Development		Business Affairs		Academic Department		University Relation		Provost		Student Development		Other		Total	
	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean
89. School of Visual Arts - Dean's Office	34	3.17	18	3.05	6	3.16	31	2.96	11	3.18	11	2.54	3	2.00	38	2.92	64	3.01	252	2.99
90. Computing Center	67	3.00	43	3.16	10	3.20	63	3.01	56	3.07	14	2.92	8	3.00	60	3.18	129	3.03	533	3.05
91. Finance and Business Affairs	41	2.95	27	2.81	5	3.00	56	2.89	26	3.07	10	2.90	4	2.50	33	3.09	78	3.07	335	2.96
92. Health and Wellness Center	45	2.88	33	2.90	4	3.25	45	2.80	29	2.93	13	3.07	7	3.00	51	3.15	100	2.95	374	2.93
93. Human Resources - Benefits	95	3.10	54	3.27	13	3.38	81	3.20	72	3.18	19	3.15	10	3.10	74	3.28	186	3.14	699	3.18
94. Human Resources - Compensation/Classification	84	3.09	46	3.04	8	3.12	68	3.05	64	3.03	18	2.94	9	3.11	64	3.18	146	3.03	590	3.08
95. Human Resources - Employment	88	2.90	50	3.02	11	3.00	77	2.90	61	3.06	20	3.05	10	2.80	65	3.12	169	3.04	640	2.99
96. Human Resources - Records	75	3.10	46	3.19	7	3.00	66	3.16	58	3.10	19	2.84	10	3.00	62	3.19	144	3.13	565	3.14
97. Human Resources - Training	80	3.07	49	3.24	13	3.07	76	3.23	67	3.01	19	2.94	10	3.00	71	3.19	166	3.11	640	3.12
98. Human Resources - Employee Relations	68	2.98	47	2.91	10	3.00	70	3.05	49	3.04	17	3.00	9	3.00	63	3.07	153	3.04	569	3.02
99. Mail Services	87	2.79	46	2.89	11	3.09	72	3.01	66	2.96	19	3.00	10	3.00	72	3.25	161	3.00	631	2.96
	58	2.72	25	2.88	6	2.83	48	2.83	47	2.78	11	3.00	5	2.60	38	2.92	97	2.82	396	2.83
101. Payroll	86	3.06	47	3.23	10	3.10	74	3.21	70	3.24	18	3.11	10	3.20	67	3.08	174	3.21	641	3.18
102. Physical Plant/Facilities	78	2.71	45	3.04	10	2.70	71	2.74	64	2.78	17	3.00	9	3.00	63	2.85	165	2.84	609	2.81
103. Presidents Office	53	3.00	31	3.00	8	3.12	50	3.14	25	3.04	15	3.13	5	3.00	47	3.08	90	3.04	383	3.06
104. Purchasing and Payment Services	71	2.69	40	2.50	8	3.00	68	2.66	59	2.74	13	2.84	5	3.00	50	2.86	116	2.77	508	2.73
105. Student Development	46	2.97	23	3.04	5	2.80	39	2.89	23	2.82	13	2.76	4	2.75	65	2.95	78	3.06	339	2.97
106. Travel	65	2.95	28	2.78	7	3.14	58	3.00	46	2.84	14	2.71	4	2.50	43	3.00	87	3.08	411	2.96
107. Telecommunications	72	2.98	37	3.13	7	2.71	63	2.93	58	3.10	13	3.23	7	2.85	53	3.33	119	3.05	506	3.07

